



VICTORIA GOVERNMENT GAZETTE.

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No. 31]

TUESDAY, FEBRUARY 11.

[1941

Factories and Shops Acts.

DETERMINATION OF THE BISCUIT BOARD.

NOTES:—(a) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the towns of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

[N accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed in making biscuits," has made the following Determination, namely:—

(1) That on the 12th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.			Other Employees.		
WAGES PER WEEK OF 44 HOURS.			WAGES.		
	Male Apprentices or Improvers.	Female Apprentices or Improvers.			Per week of 44 hours. s. d.
	s. d.	s. d.			
Under 16 years of age	24 3	22 6	Bakers (including Wafer Bakers and Branette Bakers)		97 0
16 years of age	30 0	22 6	Brakesman		93 6
17	41 3	25 6	Machine Attendant		91 0
18	47 6	30 9	Men carrying and stacking flour		99 0
19	56 0	33 6	Mixers (including Wafer Mixers and Sugar Cream		
20	62 9	36 6	Mixers)		97 0
Apprentices or improvers engaged			Oven firemen		97 0
attending gas ovens during the baking			Adult males operating "Enroba" chocolate dipping		
of wafers and branettes shall be paid 5s.			machine		90 0
per week in addition to above rates.			Despatch hands		90 0
			All other males		88 0
			All other females		44 6

PROPORTION (IN ANY PLACE).

Apprentices.

MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 88s. per week of 44 hours.

FEMALES.

One female apprentice to every three or fraction of three female workers receiving not less than 44s. 6d. per week of 44 hours.

Improvers.

MALES.

Two male improvers to every male worker receiving not less than 88s. per week of 44 hours.

FEMALES.

Four female improvers to every female worker receiving not less than 44s. 6d. per week of 44 hours.

(3) **TERMS OF ENGAGEMENT.**—Employees who work less than 44 hours in any week may be paid *pro rata* according to the number of hours worked.

(4) **OVERTIME.**—

(a) Places in which the week's work is performed in 5½ days—

Time worked in excess of 8 hours on Monday to Friday (inclusive) Time and a half.

Time worked in excess of 4 hours on Saturday Time and a half.

(b) Places in which the week's work is performed in 5 days—

Time worked in excess of 8 hours 48 minutes on any one day Time and a half.

(c) Any time worked in excess of 44 hours in any week Time and a half.

(5) **TEA MONEY.**—An allowance of 1s. 6d. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

(6) **ALLOWANCES.**—Employees who are required to wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid the following allowance in addition to their ordinary weekly wage:—

Males aged 19 years and over	2s. per week extra.
Males under 19 years	1s. 6d. per week extra.
All females	2s. per week extra.

(7) **TIME BOOK OR OTHER RECORD.**—The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

(8) **MEAL TIME.**—A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours continuous work. Such meal period shall not be calculated as time worked.

(9) **PICNIC DAY.**—The third Tuesday in February shall be a holiday for Union Picnic Day.

(10) **NIGHT WORK.**—

(i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 2s. per night additional to the usual wage rate.

(ii) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

(11) **SHIFT WORK.**—Each employee engaged on shift work shall have a break of 10 hours between shifts.

(12) **SUNDAY WORK.**—For all work done on Sunday, double time shall be paid with a minimum of 10s.

(13) **PAYMENT FOR HOLIDAYS.**—Employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(14) **ANNUAL LEAVE.**—Employers shall in each year commencing with the year 1939 give their employees continuously employed as defined, a holiday from and after the day observed as Boxing Day to the 31st December inclusive and shall pay wages for ordinary working days included in that period. Piece-workers receiving such holidays shall be paid time work rates.

Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year or if dismissed from employment before receiving such holiday shall be paid an extra week's wages on dismissal.

"Continuously employed" for the purpose of this clause means employed (breaks arising from slackening of work being reckoned as being employed) for the six months immediately preceding the 25th day of each December. Any employee dismissed during the three months immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(15) **SICK PAY.**—

(i) Any adult employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to accident arising in the course of his or her employment or to personal ill-health, but such employee shall not be entitled to payment for non-attendance on the ground of such accident or personal ill-health for more than four days in each year. For the purposes of this clause "year" shall mean a period of twelve months commencing on 27th day of May in each year.

(ii) Any adult employee on piece-work not attending for duty on the ground of personal ill-health, shall be paid at the corresponding time-worker's wage for the period of ill-health in all respects as if, during such period, he or she had been a weekly time-worker employed on such days and during such hours as are usually worked by time-workers upon any day shift, and he or she shall comply with and be subject to the conditions for time-workers prescribed in paragraph (i) of this clause.

(16) **PIECE-WORK.**—The Board determines, under the provisions of Section 150 of the *Factories and Shops Act* 1928, that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(17) **AUTHORIZED PERSON MAY ENTER FACTORY.**—The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

H. J. RICHARDSON, J. P., Chairman.

E. G. WILLIAMS, Secretary.

Melbourne, 28th January, 1941.



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No. 32]

TUESDAY, FEBRUARY 11.

[1941

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of hardware—wholesale or retail”—but not including:—

(a) persons employed in assembling ordered goods kept in a bulk store or iron yard;

(b) persons employed as storemen, packers, or sorters—

has made the following Determination, namely:—

(1) That on the 14th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers. (The Masculine to include the Feminine.)				Other Employees. (The Masculine to include the Feminine.)				Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.				WAGES.				Per week of 46 hours.	Per week of 46 hours.
								£ s. d.	£ s. d.
Under 16 years of age	..	..	..	Departmental managers, or branch managers, having under their control—	..	..	..
16 years of age	..	..	..	5 or more salesmen, 23 years of age or over	..	..	..	6 11 6	6 7 3
17	..	..	..	4 salesmen	..	..	..	6 5 0	6 1 3
18	..	..	..	3 salesmen	..	..	..	5 17 6	5 13 9
19	..	..	..	2 salesmen	..	..	..	5 11 6	5 7 6
20	..	..	..	1 salesman	..	..	..	5 8 6	5 4 6
				Other Branch Managers	..	..	..	5 8 6	5 4 6
				Outside salesmen—					
				21 years of age	..	..	..	3 12 6	3 10 6
				22	..	..	..	4 5 3	4 2 9
				23	..	..	..	5 7 6	5 4 0
				23	..	..	..	5 7 6	5 4 0
				Salesmen or Buyers:—					
				21 years of age	..	..	..	3 12 6	3 10 6
				22	..	..	..	4 5 0	4 2 9
				23	..	..	..	5 2 6	4 19 6
				23	..	..	..	5 2 6	4 19 6
				Assemblers of Ordered Goods:—					
				21 years of age	..	..	..	3 10 6	3 10 6
				22	..	..	..	4 1 0	4 1 0
				23	..	..	..	4 15 0	4 15 0
				23	..	..	..	4 15 0	4 15 0
				NOTE.—See Clause 19 re Definitions.					

Provided that if any apprentice or improver 19 years of age or over is employed as an outside salesman, he shall be paid an addition of ten per centum.

PROPORTION (in any shop or place).

One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage of £3 10s. 6d. per week of 46 hours.

One improver to one worker

Two improvers to two, three or four workers

Three improvers to five, six or seven workers

Four improvers to eight workers

Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.

Receiving not less than the rates fixed for assemblers of ordered goods 23 years of age and over.

(3) TIMES OF BEGINNING AND ENDING WORK:—

	Time of Beginning.	Time of Ending.
On the usual Half Holiday	.. 8 a.m.	12.45 p.m.
On the usual Late Trading Night or the night previous to a Public Holiday	.. 8 a.m.	9 p.m.
On all the other working days of the week	.. 8 a.m.	6 p.m.

(4) OVERTIME:—

Within the times fixed for beginning and ending work in excess of 46 hours } Time and a half.
 Outside the times of beginning and ending work }

(5) MEAL MONEY.—Where overtime, as in the preceding clause, is performed on any day in the week, an allowance of 1s. 6d. shall be made for meal money, and shall be paid on the day when such work is performed.

(6) SPECIAL RATES.—Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day and on Cup Day (Metropolitan District only), or after 12.30 p.m. on Show Day (in localities mentioned in the Twelfth Schedule to the *Public Service Act 1928*), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable only for work done on the day so substituted.

(7) TIME RATE.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 23 hours be paid—

(a) In any week in which two or more Public Holidays occur .. At the ordinary wages rate with an addition of fifty per centum.

(b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum.

and for each hour worked beyond the 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(8) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(9) PAY DAY.—All wages, overtime, &c., shall be paid not later than Thursday of each week.

(10) NOTICE TO WORK OVERTIME.—At least 24 hours' notice shall be given when overtime is required to be worked.

(11) NOTICE OF INTENTION TO RATION.—Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

(12) ANNUAL HOLIDAYS.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in clause 4) in respect of each year on full pay.

Provided that after the expiration of six months, but before the completion of twelve months' service, an employee on leaving or being dismissed from his employment shall be paid one day's pay for each two months' service.

(13) SICK PAY.—Any employee not attending for duty who has had not less than twelve months' service with the same employer shall not lose his pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 1st December.

(14) MEAL INTERVALS.—Not less than one hour shall be given for each meal, between the hours of 12 noon and 3 p.m. for lunch, and between the hours of 5 p.m. and 7 p.m. for the evening meal.

NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

(15) BICYCLE ALLOWANCE.—Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 2s. 6d. per week in addition to the ordinary wage shall be paid by the employer.

(16) GARMENT ALLOWANCE.—Any employee who is required to wear, when at work, a washable outer garment, dust coat, or overall, shall be paid 2s. 6d. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

(17) REFERENCE.—On an employee being dismissed or leaving his employment he shall be entitled to a reference showing his period of service and qualifications.

(18) TIME AND WAGES RECORDS.—Time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee, shall be kept by an employer and completed weekly.

DEFINITIONS.

(19) "Departmental manager" shall mean a person having the control of one or more salesmen, 23 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean a person for the time being entrusted with the control or superintendence of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said branch shop.

"Outside salesman" shall mean an employee who regularly solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

C. McLEAN, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 30th January, 1941.

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No. 33]

TUESDAY, FEBRUARY 11.

[1941]

DETERMINATION OF THE EXCAVATION OR ROADWORK BOARD.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 16th day of October, 1939, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of the Sewer Builders Board) employed—

- (1) at excavation or earth work in connexion with—
 - (a) the building of wharfs, piers, jetties, or docks;
 - (b) the formation of street channels or drains;
 - (c) the diversion of streams or rivers;
 - (2) at the construction or maintenance of streets, footpaths, or roads, and any work incidental thereto;
 - (3) at concrete work in connexion with or incidental to—
 - (a) the construction of street channels or drains;
 - (b) the diversion of streams or rivers;
 - (4) at the construction of storm-water drains (other than main storm-water drains) and any work incidental thereto;
 - (5) at asphaltting or tar-paving (except where such work is subject to the jurisdiction of the Builders Labourers Board);
 - (6) in connexion with a gravel pit at labouring work, excavating, handling, or removing gravel for trade or sale or excavating, handling or removing gravel for the construction or maintenance of roads, but not including persons subject to the jurisdiction of the Carters and Drivers Board, has made the following Determination, namely:—
- (1) That on the 14th February, 1941, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Wages.				Proportion (by any Employer)	
Per hour.				IMPROVERS.	
s. d.					
Under 18 years of age	1	4
18 years of age and under 20	1	7
20 years of age and under 21	1	9

One improver to every twenty-five or fraction of twenty-five workers receiving not less than the rate fixed in this Determination for "All others."

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934 that the trade is so unskilful that no person should be taken as an apprentice to the trade.

OTHER EMPLOYEES.

		WAGES.
		Per hour.
		s. d.
Rigger	2 5
Pitcher Setter, Cube Setter, or Pavior .. .. .	.. .. .
Splicer of Wire Rope or Hemp Rope .. .. .	.. .. .
Weighter of Asphaltic Concrete Mixing Plant .. .. .	.. .. .
Bitumen Pourer or Kettle Attendant .. .. .	.. .. .
Tunnel Man or Shaft Sinker .. .. .	.. .. .
Timber Man in Tunnel or Shaft .. .. .	.. .. .
Powder Monkey .. .. .	.. .. .
Man-Hole Builder .. .. .	.. .. .
Sinkers in Trenches for storm-water drain .. .. .	.. .. .
Finisher in Concrete work .. .. .	.. .. .
Pipe Joiner, or Pipe Layer .. .. .	.. .. .
Leading Tackle Hand .. .. .	.. .. .
Skid Scoop (Tumbling Tommy) .. .. .	.. .. .
Filler and/or Driver .. .. .	.. .. .
Guard :—i.e., an employee in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone) rock, earth or other material used in connexion with construction work	2 4
Attendant on Steam or Power driven navy or crane :—i.e., an employee lifting and laying down tracks or doing other work incidental thereto or attendant at chute .. .. .	.. .. .
Jack Hammer man .. .. .	.. .. .
Mixer, Gauger, Spreading or Layer on of Concrete	2 3½
Tar, Bitumen or Emulsion Sprayer Operator .. .. .	.. .. .
Faceman in gravel pit .. .. .	.. .. .
Tramline layer or repairer :—i.e., an employee engaged in laying or maintaining a tram track or locomotive track .. .. .	.. .. .
Bitumen or Asphaltic worker :—i.e., an employee (other than a bitumen pourer or Kettle Attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion .. .. .	.. .. .
Batterman using Batter Rule .. .. .	.. .. .
Boddler in Tunnel .. .. .	.. .. .
Fencer .. .. .	.. .. .
Sanitary or Garbage Attendant .. .. .	.. .. .
Scabber in Tunnel .. .. .	.. .. .
Metal or gravel spreader	2 3½
Spaller, ploughman, Man-hole Builder's Labourer, and Telford pitcher setter .. .. .	.. .. .
Filler of Monkey-Tail Scoop .. .. .	.. .. .
Setter out of Re-inforcements .. .. .	.. .. .
Tipman :—i.e., an employee at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level .. .. .	.. .. .
Cold Asphaltic Shoveller or Forker .. .. .	.. .. .
Ploughman's Offsider .. .. .	.. .. .
Tipper of Monkey-Tail Scoop .. .. .	.. .. .
Slurry Filler .. .. .	.. .. .
All Others	2 2

(3) HOURS.—The hours of work shall be 44 for each week.

(4) SHIFTS.—(a) That the hour of beginning and the hour of ending each shift shall be as follows :—

		Time of Beginning.	Time of Ending.
		Where one shift is worked—	
Monday to Friday	(Day shift)	8 a.m.	12 noon
Saturday .. .. .	.. .. .	1 p.m.	5 p.m.
		8 a.m.	12 noon
		Where two or three shifts are worked—	
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
	(Afternoon shift)	3 p.m.	11 p.m.
	(Night shift)	11 p.m.	7 a.m.

Any of the above times may be varied or the total weekly hours may be worked from Monday to Friday on the vote of a majority of the employees.

(b) Employees working Afternoon or Night Shift shall be paid 1s. per shift extra. Provided that where the shifts are not changed weekly employees working Afternoon or Night Shift shall be paid 3s. 6d. per shift extra instead of 1s.

(c) Where practicable, shifts shall be changed in rotation each week.

(5) OVERTIME.—All work done in excess of the ordinary daily hours of work shall be paid for at one and a half times the ordinary prescribed rate for the first four hours and at double the ordinary prescribed rate for the time thereafter worked.

Provided that horse drivers shall be entitled to payment at ordinary rates only for time spent in taking charge of teams at the yard, camp, or stable, or in taking teams therefrom or returning teams thereto.

(6) MIXED FUNCTIONS.—(a) Where an employee is required to do, and does, on any one day for a time exceeding two hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

(b) In all other cases where an employee does more than one class of work he shall be paid for each class proportionately to the time he works thereat.

(7) SPECIAL RATES.—(a) If an employee is required to work on a holiday or on a Sunday, he shall be paid for such work double the ordinary prescribed rate.

(b) If an employee desires to work on a holiday, and with the consent of the employer does so work, he shall be paid therefor at the ordinary rate.

(c) "Holiday" shall mean any of the following days :—New Year's Day, Australia Day (26th January), Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(8) **WET PAY.**—An employee who is required to work in a wet place and who is not provided by the employer with gum boots or oilskins, or both, which will prevent him from getting wet, shall be paid one shilling extra for each day on which he performs any work in such wet place.

A place shall be deemed to be wet when water other than rain is dropping continually from overhead so as to saturate the clothing of the employee if unprotected, or when the water in the place where the employee is standing is over 2 inches deep.

(9) **EMPLOYEE RECALLED TO WORK.**—Any employee who is recalled to work after the expiration of his customary working time for the day, and after he has left work for the day, shall be paid at the least as for working two hours at overtime rates.

(10) **EMPLOYEE NOT REQUIRED ON NEXT SHIFT.**—Any employee who is not informed before he leaves the job at the end of his shift that he is not required to work at his next shift, and who is not put to work at the next shift, although he attends, shall be paid in full wages for half that shift not worked, except when such unemployment is due to circumstances beyond the control of the employer. This clause shall apply only where more than one shift is being worked.

(11) **PAYMENT OF WAGES.**—Employees shall be paid their wages in working hours, and if not so paid shall be entitled to be paid at ordinary basic wage rates for the time they have to wait for payment, provided that, if because of circumstances beyond the reasonable control of the employer, he cannot so pay the wages, he shall only be bound to pay them at the earliest time reasonable in the circumstances.

(12) **TIME RECORD.**—(a) The employer shall keep a record of the names of the employees of such employer and in respect of each such employee a record from week to week of the periods, times and class of work done and the rates of wage and amounts of wage paid, and shall obtain from week to week the signature of such employee to such record.

(b) The Secretary or Branch Secretary of the Australian Workers' Union or of the Municipal and Shire Council Employees Union or an official of either such Union authorized in writing to that effect by the Secretary or Branch Secretary shall be allowed on any day coming two days after a pay day between 10 a.m. and 12 noon, or at such other time as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information.

(13) **CRIB TIME.**—Where two or more shifts are worked, twenty minutes shall be allowed during each shift for "crib time," without deduction from wages.

(14) **MAXIMUM OVERTIME PERIOD BETWEEN MEALS.**—When overtime is worked by an employee, or any work is performed by an employee on a Sunday, not more than four hours shall be worked without a break for a meal.

(15) **REST PERIOD AFTER OVERTIME DUTY.**—When an employee has been on duty so long as not to have had eight hours at least for rest before his next proper or usual starting time, he shall be entitled to be absent until he has had eight hours off duty.

(16) **WATER FOR ROCK DRILLING BY MACHINE.**—In places where rock-drilling machines are used in tunnels or in shafts over 10 feet deep, the employer shall, where practicable, provide, and the employee shall use, water when drilling rocks by machines. In other rock-drilling places, where practicable and reasonable, water shall be provided and used.

(17) **CLOGS.**—Rakers and shovellers of asphaltic concrete shall be provided, by the employer, with clogs.

(18) **VENTILATION.**—The employer shall install, where necessary, appliances for proper and adequate ventilation of shafts and tunnels.

(19) **WATER.**—Sufficient water for each gang shall be provided by the employer free of charge.

(20) **SANITATION.**—In all camps, where the pan system is not in use, the employer shall install fly-proof sanitary conveniences and provide attention thereto. In shifting camps, practicable and reasonable temporary provision shall be made by the employer.

(21) **CHANGING HOUSE.**—Where required, the employer shall provide on each job a sufficiently roomy enclosed and roofed structure to enable employees to change their clothing.

(22) **FIRST-AID OUTFIT AND STRETCHER.**—The employer shall provide at every job a sufficient first-aid box and a stretcher for the use of sick or injured employees, and shall keep the same always in proper order.

(23) **POWDER-MONKEY'S WORK.**—Where explosives are used, the work of a powder-monkey shall be done only by a man competent for that work.

(24) **TOOLS.**—The employer shall supply all tools necessary, which the employee shall return in good condition (fair wear and tear excepted).

(25) **PAY DAY.**—Payment of wages due under this Determination shall be made on any day other than Saturday.

ADDITIONAL PROVISIONS APPLICABLE ONLY TO WORK DONE OUTSIDE THE METROPOLITAN DISTRICT AS DEFINED IN THE "FACTORIES AND SHOPS ACTS" AND THE ORDER IN COUNCIL THEREUNDER.

(26) **ERECTING AND SHIFTING CAMP.**—Employees shall be paid at their respective ordinary rates for all time occupied by them during their ordinary hours of duty in erecting or shifting camp and in removing plant and equipment. For such work performed outside the ordinary hours of duty employees shall be paid at overtime rates.

(27) **TRAVELLING TIME.**—

(a) Where the employee has to travel between the yard, camp, depot or picking-up place of the employer and his work, and the distance to be travelled is in excess of one mile, he shall be paid for each mile of such excess distance at the rate of one-third of the hourly rate provided for "All others."

(b) Where the employee is conveyed between the said yard, camp, depot or picking-up place and the place of work, for all time in excess of twenty minutes each way spent in such conveying he shall be paid at the rate fixed for "All others."

(28) **CAMP ALLOWANCE.**—

(a) Employees who in order to be available for their work have to live in a camp established either by employers or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day in which they are required to hold themselves and do hold themselves available in the camp for work throughout the said day, whether or not work is done thereon, provided that the employer shall not be bound to pay any camping allowance if—

(i) the employer provides the employee with a proper mess room and with cooked food thereat at cost price; such price not to exceed in any case 25s. per week per employee; whether or not the employee

(ii) proper board, at not exceeding 25s. per week, can be obtained by the employee within a reasonable distance from the camp. } avails himself of these facilities.

(b) Nothing in this clause shall entitle the employer to deprive a married man living in the camp with his wife of the camp allowance, unless the employer supplies such an employee with a house at a reasonable rent.

(29) **FARES.**—The fares of an employee proceeding for the first time to work from the place of engagement shall be paid by the employer, who may deduct the amount thereof from his first or later wages.

Provided that the amount so deducted shall be refunded to the employee if he continue to work for the employer for at least two months, or for so long as the work continues should the work cease sooner.

(30) **USE OF TENTS AND CUBICLES.**—When employees have to camp out to be near their work, tents and tent poles or cubicles shall be provided by the employer free of charge.

(31) **STRETCHERS.**—The employer shall supply, free of charge, material for stretchers.

(32) **WOOD AND WATER.**—The employer shall provide at the camp a reasonable quantity of wood and water for all employees living in or about the camp.

(33) **DRYING SHEDS.**—The employer shall provide adequate conveniences for employees to dry their working clothes

(34) MESS ROOM.—The employer shall, if required by the majority of the employees, provide a mess room in a fixed camp containing twenty or more men where the camp is likely to continue for at least six months.

(35) FIRST AID.—The employer shall employ a man with first-aid qualification on all works employing 100 or more men, and a person with first-aid knowledge in other circumstances reasonably requiring the same

(36) ACCOMPANYING INJURED OR SICK EMPLOYEES.—No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance to his home or a hospital. All expenses incurred in such patient's removal shall be paid by the employer.

(37) RETURN OF TOOLS AND TENTS.—If the employer requires an employee, when discharged or leaving, to take down tents or return tools or tents, he shall pay the employee for the time so occupied at the rate fixed for "all others."

D. BERRIMAN, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 30th day of January, 1941.